

Iowa Commission on the Status of African Americans Department of Human Rights

Annual Report
Fiscal Year 2007
July 1, 2006 – June 30, 2007

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Section 1:

The Commission on the Status of African-Americans was created by statute in 1988. The nine members of the commission are appointed by the Governor and represent each region of the State where there is a significant African-American population. Meetings are open to the public. The commission sets policy for and provides direction to the Division of the Status of African-Americans within the Department of Human Rights. The division administrator is appointed by the Governor and confirmed by the Iowa Senate.

Iowa Commission on the Status of African-Americans 2007 Members

BEVERLY ALLEN	Des Moines	term expires 2008
DR. MICHAEL BLACKWELL	Waterloo	term expires 2010
JOHN CAMPBELL, JR	Des Moines	term expires 2008
CHARLES CLAYTON	Fort Dodge	term expires 2010
MARLENE JESSOP	Cedar Rapids	term expires 2009
REDMOND JONES, II	Davenport	term expires 2010
TREYLA LEE-CHAVIS**	Sioux City	term expires 2008
KRYSTAL MADLOCK	Waterloo	term expires 2008
JEROME THOMAS	Dubuque	term expires 2008

Ex-officio Member
Walter Reed, Jr., Director
Department of Human Rights

**Was appointed in 2006 to fulfill expired or unexpired term of departing commissioner

Iowa Commission on the Status of African-Americans 2007 Staff

ABRAHAM L. FUNCHES, JR.	Administrator	appointed February 2006
KIM CHEEKS	Program Planner	joined staff in September 1997

Section 2:

ICSAA and the Iowa Code

The Iowa Commission on the Status of African-Americans pursuant to Chapter 216A.142 of the Iowa Code is legislatively mandated to report on the status of Iowans of African-American descent. The Commission, with the support of staff, community leaders, public and private agencies and organizations, will consider, review, and recommend programs, services, policies, legislation and administrative rules that will improve the quality of life for Iowa's African-American population.

ICSAA Vision Statement

The Iowa Commission on the Status of African-Americans exists to promote the interests of African-Americans in the State of Iowa and in doing so, fosters the well being of the State's entire citizenry.

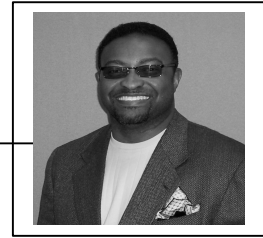
In the spirit of equity, inclusion and responsiveness, this Commission, in partnership with the broader African-American community shall:

Educate itself and others regarding the needs of the state's African-American citizenry and regarding the issues that significantly impact them.

Inform the broader African-American community, legislative branches of government and the general public of those needs and issues.

Advocate for positive changes in policy, practices and programs that potentially or actually negatively affect African-American Iowans.

Network with organizations and individuals on behalf of the state's African-American population.



A Public Intellectual recently suggested that I read the book Life Out Of Context by the very productive writer Walter Mosley. In this book, Mosley began to summarize a speech that was given by Harry Belafonte. Belafonte made a comparison between a particular Olympic relay race and the Civil Rights Movement. In the race, an experienced runner stumbled a little while passing the baton, and the race was lost. For Belafonte, this momentary slip was a metaphor for the failure of the Civil Rights Movement to “pass the baton” to the younger generation as “it moved past its original phase and into the latter part of the century.”

Regardless of your views of the strengths and weaknesses of the Civil Rights Movement, I think all of us would agree that the current issues facing Black Iowa today--e.g., the need for economic development, increased educational achievement and more political involvement in our communities--demand our immediate attention and action. This urgency requires that we cross generational, class, and territorial boundaries within the state to collaborate among ourselves and with others to deal constructively with these issues. We cannot afford to have another “momentary slip.” Serving as the Administrator for ICSAA allows me to serve Black Iowa in a significant way, and Kimberly Cheeks and I in this Division look forward to the work ahead over the next several months and years. Working closely with Walter Reed, Director of the Department of Human Rights, along with so many others across this state, we are keenly aware that we are provided with a great opportunity to positively impact the quality of life for African-Americans in Iowa, and particularly now, coming on the heels of the State of the Black Union Address just held in Houston, TX (February 2006), and the publication of The Covenant With Black America.

This national document is a compilation of research on key issues facing the African-American community and is complete with practical insights which can benefit us in Iowa. While only two of us work in the Division at this time, we will continue to surround ourselves with individuals and groups who can help the Division carry out our objective of creating our own **Ongoing Covenant with Black Iowa (OCBI)**. The OCBI will allow a comprehensive and strategic approach to identifying and resolving issues that face Black Iowa, and can be used by respective communities across the state, which will facilitate communication among our constituency, and between the Division and state government.

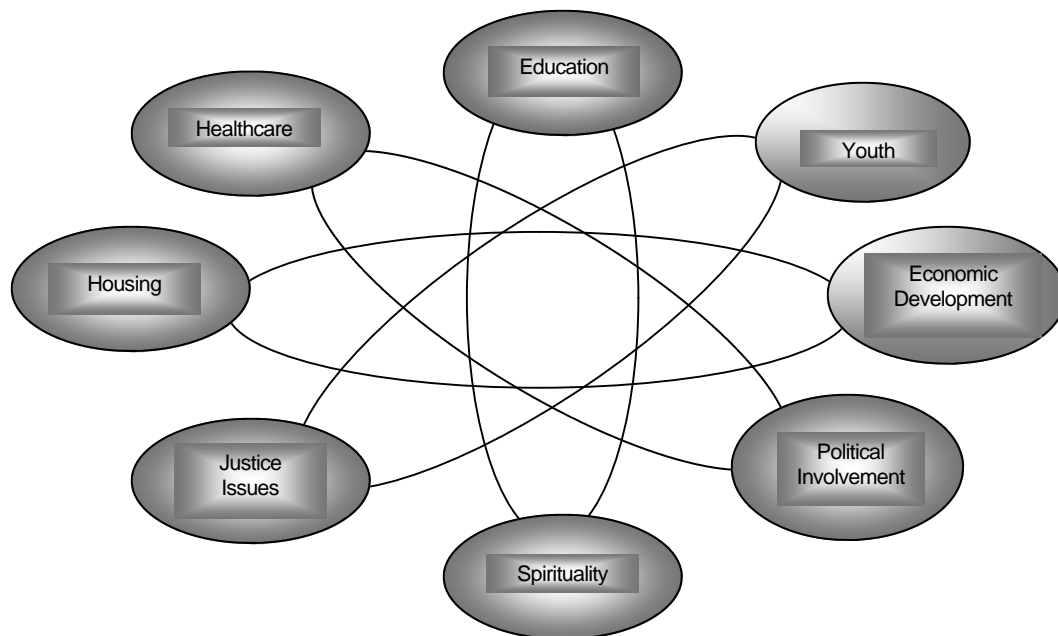
We count on everyone within nine key communities and beyond to play a significant part in the development of the OCBI. Each community is encouraged to tell the Division what their respective community needs and wants are using the work plans contained within the OCBI document. After this information from all communities is submitted to the Division, it will be compiled into the OCBI to make one comprehensive and strategic legislative plan.

This vision to organize our collective genius in a systematic way is reflected in this annual report. From various efforts, like the publication of the Iowa African-American Journal, the “radical” educational experimentation in cities like Sioux City and Waterloo, and the grassroots economic and political development possibilities with the OCBI initiative, one can envision the proverbial Black “phoenix” rising, renewed from the ashes of banal ideologies and practices. We will seize this opportunity then, in conjunction with all of Iowa, to work together around the entire state, to produce a document—a *plan*--that reflects our collective interests, passions, and needs as we create “One Iowa with One Unlimited Future.”

Abraham L. Funchess, Jr.
Division Administrator

Section 3:

Programs and Initiatives



The Ongoing Covenant with Black Iowa

The current issues facing Black Iowa today demand our immediate attention and action. This urgency requires that we cross generational, class, and territorial boundaries within the state to collaborate among ourselves and deal with these issues. Working closely with the Director of the Department of Human Rights, along with others across this state, the administrator seized the opportunity to positively impact the quality of life for African Americans in Iowa, coming on the heels of the State of the Black Union Address just held in Houston, Texas (February 2006), and the publication of The Covenant With Black America.

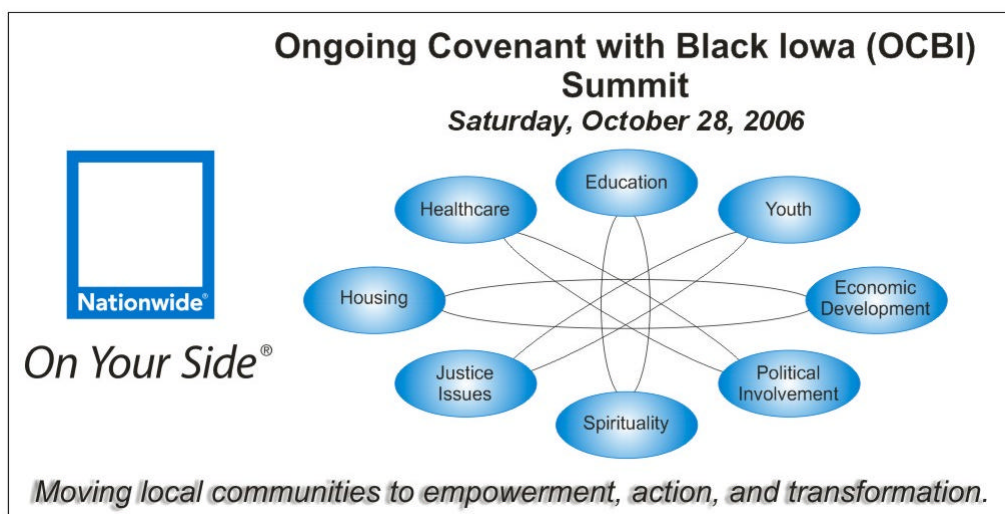
This national document is a compilation of research on key issues facing the African American community and is complete with practical insights which can benefit us in Iowa. While only two work in the Division, we will continue to surround ourselves with individuals and groups who can help the Division carry out our objective of creating our own **Ongoing Covenant with Black Iowa (OCBI)**. When distilled, this state covenant will be a strategic model/paradigm that can be used by respective communities across the state, which will facilitate communication among our constituency, and between the Division and state government.

The Division is counting on contributors in nine target communities to play a significant part in the development of the OCBI initiative. To be clear, the Division will not force communities to

participate in a plan that they do not feel is their own; rather, each community is encouraged to tell the Division what their respective community wants and needs using the OCBI to address significant issues facing Black Iowans, such as Education, Youth, Economic Development, Political Involvement, Spirituality, Justice, Housing, and Healthcare issues (see illustration below). After this information from all communities is submitted to the Division, it will be compiled into the OCBI and make one comprehensive and strategic legislative action plan.

The vision is to organize our collective genius in a systematic way so that we all can engage in a progressive politics—not a partisan politics—to produce *a plan* that reflects our collective interests, passions, and needs.

The Division completed community rollouts in Cedar Rapids, Des Moines, Dubuque, Fort Dodge, Fort Madison, and Sioux City. The OCBI initiative was endorsed by each community and their willingness to actively start the process of developing task force groups to address the issues in each city.



OCBI Summit 2006

In our estimation, the first Annual OCBI Summit 2006 proved to be a success. We were certainly grateful for the Governor's support and presence at the summit. In his presentation, the Governor touched on themes that resonated with the audience, particularly his 2005 executive order that restored voting rights for felons who completed their sentences.

There were about 180 persons in attendance. With representation from Sioux City, Des Moines, Waterloo, Dubuque, Iowa City, Ames, Cedar Rapids, and Davenport. Among the reporters present, the Cedar Rapids Gazette, Des Moines Register, and the Iowa Bystander were represented. The persons present at the summit represented all walks of life, and the OCBI is proving to have an appeal that goes beyond just the Black elite, which seems to indicate that many around the state believe that the OCBI is a mechanism by which their voices can truly be heard.

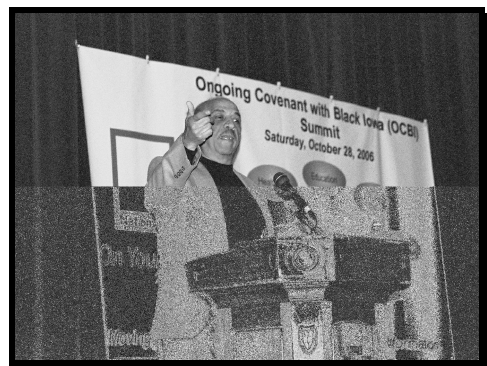
The keynote speaker was Dr. Claud Anderson. His emphasis was on five (5) building blocks which are explained in his book *PowerNomics*: economic development, political involvement, communication/media development, courts/criminal justice, and education. Anderson was well received and appreciated by all. (In fact, at one point, the MC tried to interrupt the speaker [who had already gone over his allotted time frame for the first portion of his discussion] just to provide a brief break for him and the audience--and the audience responded with a resounding "No!" This was certainly "music" to our ears as the audience really enjoyed the Dr. Anderson.)

A handful of persons, however, did take issue with one thought: Anderson's primary emphasis on Economic Development. They thought the emphasis should not be on Economic Development, but on Education. The majority agreed with Anderson, however, that the emphasis should be put on Economic Development. (Anderson's explanation: In a capitalist society, economic development is primary. Education is merely a tool that can be applied within a certain context.)

All four of the current Black state representatives were present: Wayne Ford, Ako Samad, Helen Miller, and Deborah Berry. All four indicated they were very pleased with the summit.

It was tough to come behind Dr. Anderson's presentation (which was instructive for next year's summit). However, we did have two good panel discussions following the presentation: (1) Economic Development, moderated by Rep Wayne Ford, and (2) Education/Justice Issues, moderated by Representative Deborah Berry. (One drawback: many persons came to hear more discussion about "justice issues," and this was not adequately addressed.) The panel discussions, however, in addition to Anderson's presentation, increased audience expectation for the OCBI rollouts and follow-ups in each of the nine OCBI targeted communities.

Much discussion ensued about employing Dr. Anderson's *PowerNomics* principles in all discussions going forward regarding Black empowerment in the state of Iowa. The program was video-taped, and we will use this as an educational and promotional mechanism to continually educate the constituency regarding the OCBI Initiative and how it is to be used effectively, as well as advertise for the next OCBI Summit, planned for Waterloo. The OCBI Summit 2006 event was sponsored by Nationwide.



18th Annual Dr. Martin Luther King, Jr. Ceremony



January 15, 2007, ICSAA hosted the 18th annual celebration of the late Reverend Dr. Martin Luther King, Jr. This yearly event was held at the State of Iowa Historical Building, with the signing of the proclamation by newly inaugurated Governor Chester J. Culver, declaring the week of January 15th Dr. Martin Luther King, Jr. Week. The keynote address was delivered by Administrator Abraham L. Funchess, Jr. Over 200 attendees gathered to honor and enjoy this annual event. The Commission recognizes individuals and groups each year for their commitment in striving for equality, devoting their lives to committing acts of kindness, and performing services in their communities. Lifetime Achievement Award

recipients included GregAlan Williams, reared in Des Moines, and The honorable Judge Odell McGhee, III also of Des Moines. The award for outstanding service project was presented to Jeffrey Campbell of Des Moines.

Legislative Ice Cream Social

The Iowa Commissions on the Status of African-Americans, Commission on Asian and Pacific Islander Heritage, and Latino Affairs hosted an ice cream social for the legislators in January. The event allowed commissioners to highlight the programs and priorities of each commission. The commissioners and division staffs were visited by several senators and representatives for an educational and information sharing event.

The Iowa African-American Journal

SAA produced one edition of “**The Iowa African-American Journal**”. This edition was sent via email to constituents across the state. Each edition can be found on our website by clicking on “Publications”, then “Newsletters” (please note that our website is being revamped, however).

The division is working on a new newsletter “The OCBI Tipping Point” to be available in July 2007.

Proposals to the Governor and General Assembly

The Status of African-Americans was very pleased that Governor Culver signed HF 874 into law, which allowed the division to receive a \$200,000 appropriation in State Fiscal Year 2008. This allocation enabled the division do some very important and innovative work with our flagship project called the Ongoing Covenant with Black Iowa (OCBI) Initiative across the state.

We sincerely ask that the Culver/Judge administration recommend on behalf of the Commission on the Status of African Americans another sizable appropriation so that we may continue the this multi-year OCBI initiative. We aim to help the administration--via this important work which deals with diversity, diversity training, and raising diversity consciousness—create “One Iowa with One Unlimited Future.”

Other considerations:

We want to modify the administrative rules to change the due date for our Annual Report to December 1.

Projects and Collaborations

The Division on the Status of African-Americans has always operated on a limited budget. As a result, the division helps create opportunities to collaborate with a number of state and federal agencies, along with community and faith-based organizations on special events with statewide participation whose goals intersect with those of the division, advancing the status of African Americans in Iowa. The following projects included valuable input, resources, and physical manpower by the division in fiscal year 2007.

LAW AND JUSTICE

Commission Goal – Justice and equality under the law for all African Americans.

Disproportionate Minority Contact Committee of the Juvenile Justice Advisory Council

The division participated in the planning of the fifth annual conference focuses on addressing over-representation of minority youth in both the juvenile justice and child welfare systems. The two-day conference was held November 30th and December 1st and explored the linkages to gender specific issues and the educational system. The committee was developed by the Criminal & Juvenile Justice Program Advisory Council to reduce racial and ethnic disparities in the juvenile justice, child welfare and other systems.

Governor’s Task Force on Race and Detention

ICSAA proved a viable resource for this board addressing the issue of offenders returning to prison. CAB was established to bring together a multidisciplinary group of community representatives to provide experience, expertise, and support to reentry offenders, by providing resources needed to sustain living in the community.

Governor’s Task Force on the Overrepresentation of Blacks in the Criminal Justice System

Governor Culver reconvened this task force originally started under Governor Vilsack. A report was generated in 2000, and this is an attempt to determine whether or not the recommendations were in any way acted on and /or still needed. Recommendations along with budgetary considerations were made to properly address each of the recommendations in the initial Task Force report.

EDUCATION

Commission Goal – Create an environment of educational excellence for African American students.

Iowa State University Multicultural Division

The division worked with six freshman students at the university where they helped the division carry out the mission-vision via an innovation and/or service. The project was possible through the Multicultural Learning Community (MLC) Service Project.

NAACP Youth Council

Presentation was made by the administrator at the Fourth Annual Youth Council Black History Banquet and Dance. The theme was “The Value of the Youth Voice”.

Meredith Middle School – Des Moines
The division presented to the Bright Girls After-School Program.

HEALTH

Commission Goal – Improve the health of Iowa's African American citizens.

Families USA

The division worked in collaboration with the Department of Public Health to address issue of health disparities in Iowa which was a part of a project dealing with the “The Role of the Religious Community in Overcoming Health Care Disparities.”

Attended a Health Action 2007 National Grassroots Meeting in Washington, D.C., sponsored by Families USA.

Iowa Coalition Against Sexual Assault – Women of Color Advisory Network

Division staff and the Women of Color Advisory Network held its sixth statewide conference “Different Colors of Violence VII: Choose Respect. Give It. Get It. for teens of color in December 2006. The event was a great success, with over 200 middle and high school students in attendance. The informational and interactive workshops were filled with strategies to identify and prevent violence in their homes, schools, communities and personal relationships addressing the issue of sexual violence among teens of color. The division administrator was the keynote speaker.

Polk County Men's Health Consortium

The administrator presented on the importance of male relationships and the impact on health and wellness. The mission is to enhance awareness of the importance of men's health, relationships, communication, and the impact on their lives, families and the community. The consortium is also empowering men to make better decisions about their health.

Blackhawk County Public Forum on Coal Fire Plant

The administrator was the moderator for this community discussion which examined the news of a possible coal fire plant proposed to be built on the east side of Waterloo. This project has statewide implications. The panel members explained to the community the pros and cons of having such a plant in the neighborhood and the possible health risks.

ECONOMIC DEVELOPMENT AND POLITICAL EMPOWERMENT

Commission Goal – Improve the economic vitality of African American businesses and workers in Iowa.

African American Women's Leadership Conference (OCBI Roundtable Discussion)

The Ongoing Covenant with Black Iowa (OCBI) is a strategic paradigm designed to organize and empower Black Iowans, and to help develop policies that will make Black Iowa become more competitive in the state and the global marketplace. The division facilitated a discussion at the conference regarding the OCBI initiative to empower individuals and communities to advocate for change in their respective communities.

Iowa Coalition Against Domestic Violence (ICADV) Leadership Institute for Tomorrow (LIFT)

Division staff and ICADV introduced a new program to support hiring, promotion, advancement and leadership for women of color in administrative and management opportunities. The program will select 10 women of color to undergo a year-long training to prepare them for employment in a domestic violence program or other non-profit agency.

Iowa Division of Latino Affairs' Iowa Youth Congress (formerly known as Youth Civic Participation Project (YCPP))

The Division on the Status of African Americans is working in collaboration with the Divisions of Latino Affairs and Asian and Pacific Islander Heritage to include and educate minority youth about the importance of full engagement in the democratic process, representative government, democratic values, and responsible civic participation. One student representative will be elected for every 113 minority students in 47 targeted schools. The first 100 elected students will form the 1st Congress. These elected representatives will act like a real elected body that deals with constituent issues and form public policy.

CULTURAL COMPETENCY AND AWARENESS

Allen Memorial Hospital

The division participated in cultural competency presentations discussing the cultural expectations and differences in treatment among Black people and other people of color.

Allen College

Participated in cultural panel discussion exploring the expectations and differences between the professional staff and the patient.

Des Moines Area Community College

The division participated in a panel discussion on African American culture.

Diversity Seminar for Community Colleges

The division participated in this workshop presentation on Connecting with the Community, which discussed effective strategies for connecting with various communities and collaborating with community colleges to more effectively meet the educational needs of a growing diverse population.

I'll Make Me A World In Iowa (IMMAWII)

The eighth annual IMMAWII celebration which highlights African-American arts, culture and contributions through education, awareness, preservation and continual educational outreach was held in January 2006. This event garners a little over 1,000 visitors, each year, and devotes one day for educational outreach around African American History for students.

Iowa Resource for International Service (IRIS)

The division continues to work with former Lt. Governor Robert Anderson, Founder and President of IRIS, on developing a Sister-State relationship with Kaduna and Bauchi states in Nigeria, Africa. The Commission is expected to play a pivotal role in the recruitment of Blacks to participate in the potential partnership with Africa.

Kwanzaa

Presentation made a community Kwanzaa celebration in Des Moines. Elaborated on how the OCBI can be used to successfully organize Black Iowans and explored the principle of NIA, or purpose.

Support Services

The Division on the Status of African-Americans is mandated by Iowa Code chapter 10, 216a.146 to provide information, services and referrals, and remain the bridge of communication between African Americans and state government. Over this past year, the division responded to over 450 Iowans who contacted the Division with requests for assistance with resources, referrals, minority recruitment, training, and African American representation on various task forces and/or advisory committees.

Areas in which SAA offers support services, information, and referrals, include but are not limited to:

Assessment
Data and Statistics
Diversity / Cultural Competency Training
Education Assistance
Employment Referral

Housing Referral
Outreach and Marketing
Program Development
Information Dissemination

Through working with community, religious and faith-based organizations, local, state, and federal government agencies, SAA has provided support and services in the following areas for fiscal year 2007:

African American Historical Museum – Cedar Rapids (*Advisory committee*)
African American Male National Council (*Executive board*)
Creative Visions (*Information dissemination, outreach*)
Department of Administrative Services (*Data & statistics, outreach*)
Department of Corrections (*employment outreach*)
Department of Cultural Affairs (*outreach*)
Department of Economic Development (*Outreach, information dissemination*)
Department of Education (*Information dissemination*)
Department of Human Services (*Information dissemination*)
Department of Public Health (*Information dissemination*)
Des Moines University (*Outreach, information dissemination*)
DMC Advisory Council (*Advisory committee*)
Drake University (*Information dissemination, employment referrals*)
Employee & Family Resources (EFR) (*information dissemination, employment referral*)
Friends of Iowa Civil Rights Commission (*Information dissemination, outreach*)
Habitat for Humanity (*Outreach*)

Hamilton Business College (*employment referrals, outreach*)
Hawkeye Community College (*employment referrals*)
Hurricane Katrina Victim Response Team (*Referrals, outreach, support*)
Iowa Bystander (*Outreach, information dissemination*)
Iowa Civil Rights Commission (*Outreach, information dissemination*)
Iowa Coalition Against Domestic Violence (*information dissemination, Advisory Committee*)
Iowa Council for International Understanding (*Information dissemination*)
Iowa Juneteenth Committee (*Outreach, information dissemination*)
Iowa State University (*Employment opportunities, information dissemination*)
Iowa Workforce Development (*information dissemination*)
NAACP (*Outreach, information dissemination*)
Office of the Governor (*Data & statistics, referrals and outreach*)
Polk County Victim And Advocacy (*Information dissemination, data & statistics, educational outreach*)
Sisters on Target (*Information dissemination*)
Young Women's Resource Center (*Information dissemination*)

Appendices

**Division on the Status of African-Americans
Department of Human Rights
Report of Expenditures
Legislative Appropriation
Fiscal Year 2007**

CATEGORY	TOTAL EXPENSES PAID AND ACCRUED	
<i>Total Appropriation</i>	¹	<i>\$160,081.00</i>
SALARY & WAGES		\$133,934.00
TRAVEL		\$7,335.21
OFFICE SUPPLIES		\$1,674.11
RENTALS		\$1,313.00
PRINTING		\$1,472.06
POSTAGE		\$277.62
COMMUNICATION		\$3,575.10
OUTSIDE SERVICES		\$7,572.89
ADVERTISING		\$1,241.67
REIMBURSEMENTS TO OTHER AGENCIES		\$70.50
ITS REIMBURSEMENTS		\$1,349.03
IT EQUIPMENT & SOFTWARE		\$265.00
<hr/>		
TOTAL EXPENSES PAID AND ACCRUED	\$160,080.75	100%
TOTAL EXPENDITURES	\$160,080.75	100%

¹ ICSAA's appropriation was \$160,081 - DHR provided ICSAA \$21,362 to assist with operational costs.

Iowa Code
Subchapter 10
Division on the Status of African Americans

216A.141 Definitions.

For purposes of this subchapter, unless the context otherwise requires:

1. "Administrator" means the administrator of the division on the status of African Americans of the department of human rights.
2. "Commission" means the commission on the status of African Americans.
3. "Division" means the division on the status of African Americans of the department of human rights.

216A.142 Establishment.

There is established a commission on the status of African Americans to consist of nine members, appointed by the governor, and confirmed by the senate, to staggered four-year terms. At least five members shall be individuals who are African American. Members shall be appointed representing every geographical area of the state. No more than a simple majority of the commission shall be of the same political party. The members of the commission shall appoint from its membership a commission chairperson and a vice chairperson and other officers as the commission deems necessary. Vacancies on the commission shall be filled for the remainder of the term of the original appointment.

216A.143 Meetings of the commission.

The commission shall meet at least once each quarter and may hold special meetings on the call of the chairperson. The commission may adopt rules pursuant to chapter 17A as it deems necessary for the conduct of its business. The members of the commission shall be reimbursed for actual expenses while engaged in their official duties. Members may also be eligible to receive compensation as provided in section 7E.6.

216A.144 Objectives of commission.

The commission shall study the changing needs and problems of African Americans in this state, and recommend new programs, policies, and constructive action to the governor and the general assembly including, but not limited to, the following areas:

1. Public and private employment policies and practices.
2. Iowa labor laws.
3. Legal treatment relating to political and civil rights.
4. African American children, youth, and families.
5. Expanded programs to assist African Americans as consumers.
6. The employment of African Americans and the initiation and sustaining of African American businesses and African American entrepreneurship.
7. African Americans as members of private and public boards, committees, and organizations.
8. Education, health, housing, social welfare, human rights, and recreation.
9. The legal system, including law enforcement, both criminal and civil.
10. Social service programs.

216A.145 Employees and responsibility.

The administrator shall be the administrative officer of the division and shall be responsible for implementing policies and programs. The administrator may employ, in accordance with chapter 19A, other persons necessary to carry out the programs of the division.

216A.146 Duties.

The commission shall do all of the following:

1. Serve as an information clearinghouse on programs and agencies operating to assist African-Americans. Clearinghouse duties shall include, but are not limited to:
 - a. Service as a referral agency to assist African Americans in securing access to state agencies and programs.
 - b. Service as a liaison with federal, state, and local governmental units and private organizations on matters relating to African Americans.
 - c. Service as a communications conduit to state government for African American organizations in the state.
 - d. Stimulation of public awareness of the problems of African Americans.
2. Conduct conferences and training programs for African Americans, public and private agencies and organizations, and the general public.
3. Coordinate, assist, and cooperate with public and private agencies in efforts to expand equal rights and opportunities for African Americans in the areas of: employment, economic development, education, health, housing, recreation, social welfare, social services, and the legal system.
4. Serve as the central permanent agency for the advocacy of services for African Americans.
5. Provide assistance to and cooperate with individuals and public and private agencies and organizations in joint efforts to study and resolve problems relating to the improvement of the status of African Americans.
6. Publish and disseminate information relating to African Americans, including publicizing their accomplishments and contributions to this state.
7. Evaluate existing and proposed programs and legislation for their impact on African Americans.
8. Coordinate or conduct training programs for African Americans to enable them to assume leadership positions.
9. Conduct surveys of African Americans to ascertain their needs.
10. Assist the department of personnel in the elimination of underutilization of African Americans in the state's workforce.
11. Recommend legislation to the governor and the general assembly designed to improve the educational opportunities and the economic and social conditions of African Americans in this state.

216A.147 Additional authority.

The commission may do any or all of the following:

1. Do all things necessary, proper, and expedient in accomplishing the duties listed in section 216A.146 and this section.
2. Hold hearings.
3. Enter into contracts, within the limit of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed in section 216A.144.
4. Seek advice and counsel of informed individuals and organizations, in the accomplishment of the objectives of the commission.
5. Apply for and accept grants of money or property from the federal government or any other source, and upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

216A.148 Access to information.

For the purpose of research and study, the commission and the administrator shall have access to all nonconfidential records, data, information, and statistics of all departments, boards, commissions, agencies, and institutions of this state.

216A.149 Annual report.

Not later than August 1 of each year, the commission shall file a report with the governor and the general assembly of its activities for the previous fiscal year and its programmatic priorities for the current year beginning July 1. The commission may submit with the report any recommendations pertaining to its affairs and shall submit recommendations for legislative consideration and other action it deems necessary.

Administrative Rules
Status of African Americans Commission [434]
IAC 8/17/94, 7/14/99

CHAPTER 1
ORGANIZATION

434-1.1(216A) Commission on the status of African Americans.

1.1(1) *Commission established.* The commission on the status of African Americans is established, pursuant to Iowa Code section 216A.142, consisting of nine members. The members of the commission are appointed by the governor, to serve terms of not more than four years per appointment, and confirmed by the senate. In addition, the director of the department of human rights will serve as an ex-officio member of the commission.

1.1(2) *Nominations.* Nominations for commission officers shall be made in March of each year. An official ballot shall be prepared and ballots shall be cast at the May meeting.

1.1(3) *Election.* Officers shall hold office for one year, July 1 through June 30, unless removed by two-thirds vote of the commission. No officer shall hold the same office for more than three consecutive terms.

1.1(4) *Meetings.* The commission on the status of African Americans shall meet every other month and may hold special meetings on the call of the chairperson. Six members of the commission shall constitute a quorum. A simple majority of the quorum is necessary to carry or defeat a motion.

a. Nonattendance. In accordance with Iowa Code section 69.15, any person who has been appointed to serve on the commission shall be deemed to have submitted a resignation from the commission if any of the following occurs:

- (1) The person does not attend three or more consecutive regular meetings.
- (2) The person attends less than half of the regular meetings in any period of 12 calendar months, beginning July 1.

b. Persons wishing to appear before the commission shall submit a written request to the division administrator not less than four weeks prior to a scheduled meeting. The written request shall include ten copies of any materials the requester desires the commission to review. Presentations may be made at the discretion of the chairperson and only upon matters appearing on the agenda.

c. Special meetings may be called by the chairperson only upon finding good cause and shall be held in strict accordance with Iowa Code chapter 21.

d. Cameras and recording devices may be used at open meetings, provided they do not obstruct the meeting.

e. The presiding officer of a meeting may exclude any person from the meeting for repeated behavior that disrupts the meeting.

f. Cases not covered by these rules shall be governed by Robert's Rules of Order (newly revised edition).

1.1(5) *Minutes.* Minutes of the commission meetings are prepared and sent to all commission members. Approved minutes are available at the division office for inspection during regular business hours.

1.1(6) *Duties.* In accordance with Iowa Code section 601K.146, the commission shall serve as an information clearinghouse on programs and agencies operating to assist African Americans. Clearinghouse duties shall include, but are not limited to:

a. Serving as a referral agency to assist African Americans in securing access to state agencies and programs.

b. Serving as a liaison with federal, state, and local governmental units and private organizations on matters relating to African Americans.

- c. Serving as a communications conduit to state government for black organizations in the state.
 - d. Stimulating of public awareness of the problems of African Americans.
 - e. Conducting conferences and training programs for African Americans, public and private agencies and organizations, and the general public.
 - f. Coordinating, assisting, and cooperating with public and private agencies in efforts to expand equal rights and opportunities for African Americans in the areas of employment, economic development, education, health, housing, recreation, social welfare, social services, and the legal system.
 - g. Serving as the central permanent agency for the advocacy of services for African Americans.
 - h. Providing assistance to and cooperating with individuals and public and private agencies and organizations in joint efforts to study and resolve problems relating to the improvement of the status of African Americans.
 - i. Publishing and disseminating information relating to African Americans, including publicizing their accomplishments and contributions to this state.
 - j. Evaluating existing and proposed programs and legislation for their impact on African Americans.
 - k. Coordinating or conducting training programs for African Americans to enable them to assume leadership positions.
 - l. Conducting surveys of African Americans to ascertain their needs.
 - m. Assisting the department of personnel in the elimination of underutilization of African Americans in the state's workforce.
 - n. Recommending legislation to the governor and the general assembly designed to improve the educational opportunities and the economic and social conditions of African Americans in the state.
- 1. 1(7) Additional authority.** In accordance with 60 1 K. 147, the commission may do any or all of the following:
- a. Do all things necessary, proper, and expedient in accomplishing the duties listed in 1. 1(6) and this subrule.
 - b. Hold hearings.
 - c. Issue subpoenas, in accordance with Iowa Code section 17A. 13, so that all departments, divisions, agencies, and offices of the state shall make available, upon request of the commission, information which is pertinent to the subject matter of the study and which is not by law confidential.
 - d. Enter into contracts, within the limits of funds made available, with individuals, organizations, and institutions for services furthering the objectives of the commission as listed herein below:
The commission shall study the changing needs and problems of African Americans in this state and recommend new programs, policies, and constructive action to the governor and the general assembly including, but not limited to, the following areas:
 - (1) Public and private employment policies and practices.
 - (2) Iowa labor laws.
 - (3) Legal treatment relating to political and civil rights.
 - (4) Black children, youth, and families.
 - (5) The employment of African Americans and the initiation and sustaining of black businesses and black entrepreneurship.
 - (6) African Americans as members of private and public boards, committees, and organizations.
 - (7) Education, health, housing, social welfare, human rights, and recreation.
 - (8) The legal system, including law enforcement, both criminal and civil.
 - (9) Social service programs.
 - e. Seek advice and counsel of informed individuals and organizations in the accomplishment of the objectives of the commission.
 - f. Apply for and accept grants of money or property from the federal government or any other source,

and upon its own order use this money, property, or other resources to accomplish the objectives of the commission.

434-1.2(216A) Division on the status of African Americans. The division on the status of African Americans, within the department of human rights, was created pursuant to Iowa Code section 216A.1 and is required to advocate, coordinate, implement, and provide services to, and on behalf of, black citizens. The commission on the status of African Americans is responsible for establishing policies for the division on the status of African Americans to be carried out by the administrator of the division as set out in Iowa Code section 216A. 145.

434-1.3(216A) Organization.

1.3(1) Location. The division on the status of African Americans consists of an office located in the Department of Human Rights, first floor, Lucas State Office Building, Des Moines, Iowa 50319. The telephone number is (515) 281-3855. The hours of operation are 8 a.m. to 4:30 p.m., Monday through Friday.

1.3(2) Composition of staff.

a. Administrator. The governor shall appoint the administrator, subject to confirmation by the senate. The administrator shall serve at the pleasure of the governor. The administrator is responsible for the overall administration of the program. The administrator recruits, interviews, appoints, trains, supervises, evaluates, and terminates staff; plans and oversees the execution of the budget; ensures provision of adequate services in the application of policies, rules, and regulations; determines the number and type of personnel and makes staffing and budgetary recommendations to the commission; develops, establishes, and maintains cooperative working relations with public and private agencies and organizations; identifies legislative issues; interprets program objectives and promotes public interest in and the acceptance of the division on the status of African Americans; and maintains an adequate reporting system for necessary records.

b. Consultants. The consultant is responsible for planning programs for the division; developing training activities consistent with program requirements; facilitating and presenting training activities to private and public agencies; identifying and making application to grant programs to assist with program initiatives; organizing and implementing informational programs that serve the public; and conducting research and studies that are necessary to program operations.

These rules are intended to implement Iowa Code sections 216A.141 to 216A.149.

[Filed 1/2/91, Notice 11/28/90-published 1/23/91, effective 2/27/91]

[Filed emergency 7/22/94-published 8/17/94, effective 7/22/94]

CHAPTER 2

PUBLIC RECORDS AND FAIR INFORMATION PRACTICES

434-2.1(22) Adoption by reference. The commission adopts by reference 421-Chapter 2, Iowa Administrative Code.

434-2.2(22) Custodian of records. The custodian for the records maintained by this division is the division administrator.

These rules are intended to implement Iowa Code Section 22.11.

[Filed 1/2/91, Notice 11/28/90-published 1/23/91, effective 2/27/91]

CHAPTER 3
PETITIONS FOR RULE MAKING

434-3.1(17a) Adoption by reference. The division on the status of African-Americans hereby adopts the petitions for rule making segment of the Uniform Rules on Agency Procedure printed in the first volume of the Iowa Administrative Code, with the following amendments:

1. In lieu of the words "designate office", insert "division on the status of African-Americans, department of human rights".
2. In lieu of the words "(AGENCY NAME)", insert "DIVISION ON THE STATUS OF AFRICAN-AMERICANS."
3. In lieu of the words "designate official by full title and address)", insert "Administrator, Division on the Status of African-Americans, Department of Human Rights, Lucas State Office Building, Des Moines, Iowa 50319".

These rules are intended to implement Iowa Code chapter 17A as amended by 1998 Iowa Acts, chapter 1202.
[Filed 6/25/99, Notice 4/7/99 - published 7/14/99, effective 8/18/99]

Iowa Counties with Significant African-American Populations

Total Iowa Population: 2,926,324
Total African-Americans: 61,853 (2.1% of total)

County	Total Population	Total African-Americans	Percentage
Black Hawk	128,012	10,179	7.95%
Bremer	23,325	112	0.48%
Cerro Gordo	46,447	373	0.80%
Clinton	50,149	946	1.89%
Crawford	16,942	129	0.76%
Dallas	40,750	300	0.74%
Des Moines	42,351	1,511	3.57%
Dubuque	89,143	767	0.86%
Fayette	22,008	116	0.53%
Hardin	18,812	116	0.62%
Henry	20,336	302	1.49%
Jasper	37,213	309	0.83%
Jefferson	16,181	104	0.64%
Johnson	111,006	3,223	2.90%
Jones	20,221	361	1.79%
Lee	38,052	1,066	2.80%
Linn	191,701	4,919	2.57%
Mahaska	22,335	142	0.64%
Marion	32,052	134	0.42%
Marshall	39,311	365	0.93%
Muscatine	41,722	294	0.70%
Page	16,976	282	1.66%
Polk	374,601	18,113	4.84%
Pottawattamie	87,704	671	0.77%
Poweshiek	18,815	103	0.55%
Scott	158,668	9,689	6.11%
Story	79,981	1,463	1.83%
Wapello	36,051	337	0.93%
Warren	40,671	108	0.27%
Winneshiek	21,310	108	0.51%
Webster	40,235	1,364	3.39%
Woodbury	103,877	2,097	2.02%

Shaded areas represent counties with 100 or more African-Americans

